

IN THE MATTER OF THE ONTARIO HUMAN RIGHTS
CODE R.S.O. 1980, CHAPTER 340,

AND IN THE MATTER OF a complaint made by
Lucie Cadieux, alleging discrimination in
employment by The Prescott-Russell Association
for the Mentally Retarded, 102 Main Street,
Hawkesbury, Ontario.

MINUTES OF SETTLEMENT

WHEREAS Lucie Cadieux (hereinafter called Cadieux)
has made a complaint under the Ontario Human Rights Code
alleging discrimination by the Prescott-Russell Association
for the Mentally Retarded (hereinafter called the Association)
which Complaint is dated the 15th day of October, 1981;

AND WHEREAS the Association denies that there was
any such discrimination;

AND WHEREAS Cadieux and the Association, with the
assistance of the Ontario Human Rights Commission (hereinafter
called the Commission) have resolved Cadieux's complaint as
hereinafter set forth;

NOW THEREFORE in consideration of the foregoing and
the terms of these Minutes of Settlement, the parties hereto
hereby agree as follows:

1. As a demonstration of good faith and without in any
way admitting liability on the part of the Association,
the Association agrees to pay to Cadieux on execution
of these Minutes of Settlement, the sum of \$2,000.00.

2. In consideration of the payment of the said sum of \$2,000.00, Cadieux hereby releases and forever discharges the Association, its officers, directors, agents and employees from any and all actions, causes of actions, claims and demands for any relief of any kind whatsoever including damages, loss or injury, howsoever arising, sustained by her in consequence of the circumstances described by Cadieux in her Complaint dated the 15th day of October, 1981 and, in particular the failure on the part of the Association to interview her for the position described by her in her Complaint.
3. The parties acknowledge that the terms and conditions of these Minutes of Settlement as well as all previous discussions held in connection with this matter are to be kept strictly confidential and will not be disclosed to any other person or organization whatsoever. In the event that any person or organization approaches any of the parties hereto concerning this matter, such person or organization is to be advised that such party is not at liberty to discuss the matter. In the event that Cadieux does disclose any of the terms and conditions of these Minutes of Settlement or any of the discussions previously held in connection with this matter to any other person or organization, the monies

paid hereunder to her by the Association shall be immediately forfeited and the Association shall be entitled to maintain an action against Cadieux to recover the said sum with interest and costs in addition to any other relief to which the Association may be entitled.

4. The Association hereby undertakes to abide by the Ontario Human Rights Code and will post the Code in its work place.
5. The Association will, on demand by Cadieux, send to her a letter of apology concerning the failure to interview her for the position sought by her and described in her complaint.
6. The Association hereby undertakes to ascertain that any job descriptions posted in the future accurately reflect the qualifications sought and that the qualifications of candidates be assessed on the basis of the posted job descriptions.
7. The Association hereby undertakes not to reprimand Cadieux as a result of the Complaint filed by her, it being understood that if at any time Cadieux merits reprimand with respect to any other matter, same will of course be given.

8. The Association hereby undertakes to provide Cadieux with an appropriate Letter of Reference should she wish to leave her employment with the Association.

9. The Association hereby undertakes to continue its ~~current policy of preferring internal applicants~~ over external applicants wherever possible.

IN WITNESS WHEREOF, the undersigned have hereunto set their hands and seals this 2nd day of April, 1984.

SIGNED, SEALED AND DELIVERED)
in the presence of)

Legault

Lucie Cadieux
Lucie Cadieux

THE PRESCOTT-RUSSELL ASSOCIATION
FOR THE MENTALLY RETARDED

PER: *[Signature]*

THE ONTARIO HUMAN RIGHTS COMMISSION

PER: *[Signature]*

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Messrs. Nelligan/Power
Barristers & Solicitors
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